

ADAPCP

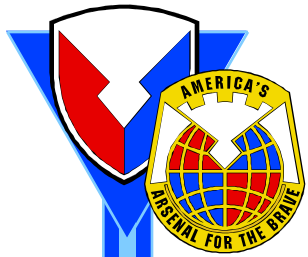
★ AR 600-85

★ Program Authority

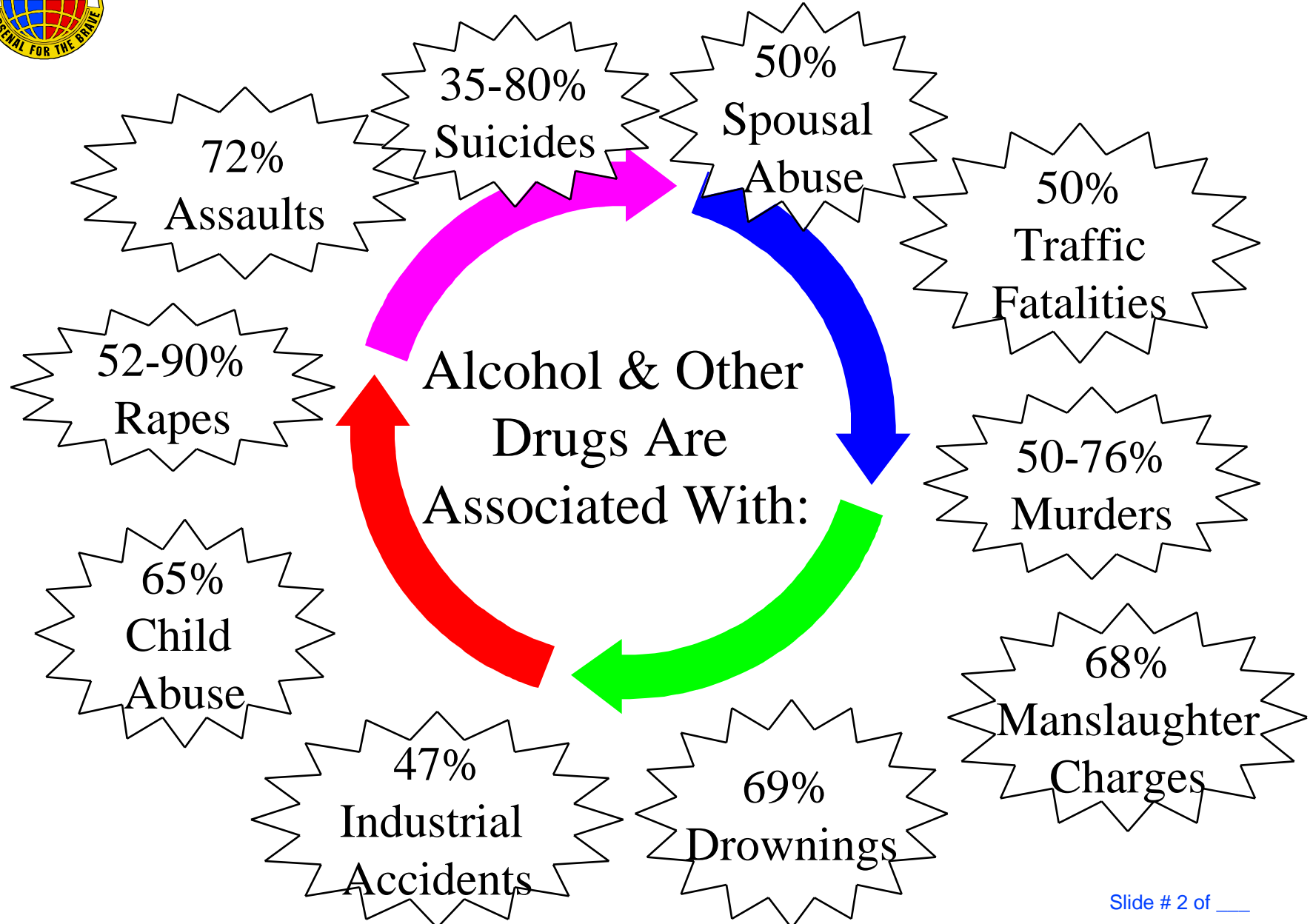
- ❖ Public Law 92-129
- ❖ Public Laws 91-616, 92-255, 100-71
- ❖ Executive Order 12564 (Civilian Program)

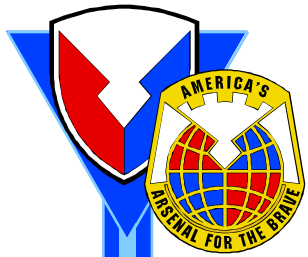
★ General Policy - “Alcohol/drug abuse are incompatible with military service”

- ❖ Civilians - adverse effect on job performance, employee productivity and retainability



ADAPCP: National Statistics





ADAPCP Components

★ Garrison Command Program

- ❖ ADAPCP Proponency
- ❖ Prevention and Education
- ❖ Biochemical Testing
- ❖ Command Consultation/Risk Reduction

★ ADAPCP Garrison Staff

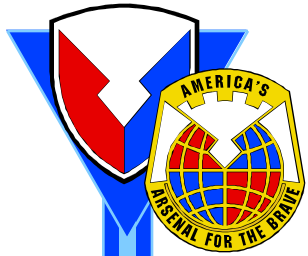
- ❖ ADCO, EDCO, EAP/CPC, IBTC

➤ AMC Staffing

★ MEDCOM

- ❖ Treatment/Rehabilitation

➤ AMC - Only 4 sites with clinical programs



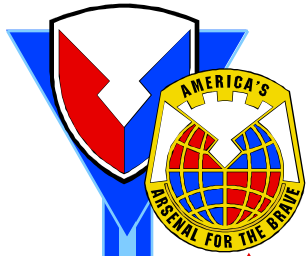
ADAPCP Employee Assistance Program (EAP)

★ Drug Free Workplace Act

- ❖ Executive Order 12564 of 1988
- ❖ Illegal drug use by Federal employees prohibited.

★ Drug Free Workplace Components

- ❖ Comprehensive Written Policy
- ❖ Supervisory/Employee training
- ❖ Assessment/Referral services
- ❖ Drug Testing
 - Identify/Deter Illegal Drug Users



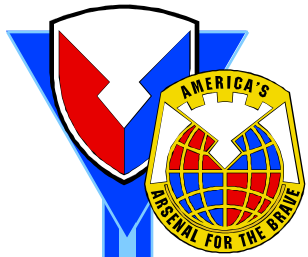
ADAPCP EAP Program

★ **AMC EAPs provide the following when personal problems upon job performance:**

- ❖ **Assessment/Referral**
- ❖ **Crisis Intervention**
- ❖ **Management and MER Consultation**
- ❖ **Early Intervention and Follow-up**

★ **The following are eligible for services:**

- ❖ **Civilian employees/family members**
- ❖ **Retirees/Other DoD personnel**
- ❖ **Types of Referrals**
 - **Self, Management, Union**
 - **Medical, Other Agencies, Family**

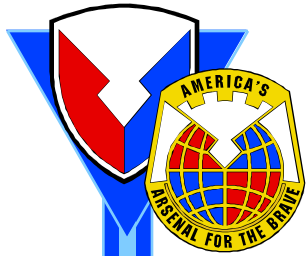


ADAPCP EAP

★ Consequences of Abuse

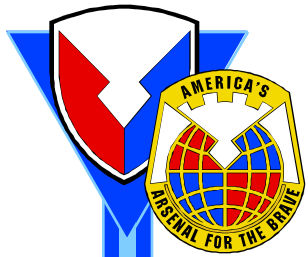
★ Civilian Employees

- ❖ Non-disciplinary procedure
- ❖ Assistance provided to employees with alcohol, drug or other personal problems (impacting upon job performance)
- ❖ Adverse actions may be postponed
 - Employee enrolled in treatment program
 - Satisfactory progress in treatment
- ❖ Consult with MER



Biochemical Testing Military

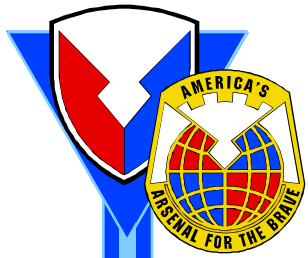
- ★ DoD program established in 1971
- ★ Promulgated by AR 600-85, DoD Directive 1010.1
- ★ Drugs detected
 - ❖ THC, Cocaine, Amphetamines, Barbiturates, opiates, PCP, LSD
- ★ MRO not required for THC, Cocaine positive results
- ★ Testing programs
 - ❖ Command Directed
 - ❖ Physician Directed
 - ❖ Rehabilitation



Biochemical Testing: Military

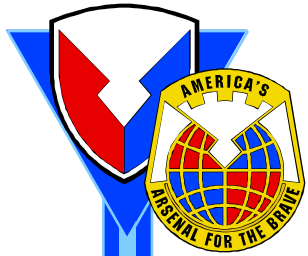
★ Consequences of Illicit Drug use

- ❖ Officers/Non-commissioned Officers WILL be processed for separation
- ❖ Enlisted personnel with 3 or more years service WILL be processed for separation
- ❖ Enlisted personnel with fewer than 3 years of service WILL be processed for separation on a subsequent positive result
- ❖ May be offered a “second chance” after the first instance of drug abuse
 - Commander's discretion



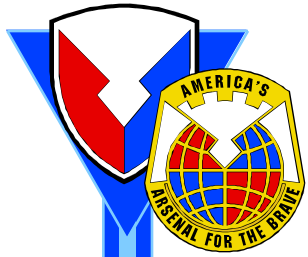
Biochemical Testing: Civilian Employees

- ★ **Executive Order 12564, Public Law 100-71, DoD Directive 1010.9, DHHS Mandatory Guidelines**
- ★ **Circumstances Dictating Testing**
 - ❖ **Test designated duty positions (TDP)**
 - ❖ **TDP applicants**
 - ❖ **Reasonable suspicion/post accident**
 - ❖ **Rehabilitation/follow-up/Voluntary**
 - ❖ **Compliance with Department of Transportation Rules pending**



Change 3 to AR 600-85, 26 April 99: TDP Expansion

- ✱ **PRP**
- ✱ **Aviation/Air traffic Controllers**
- ✱ **Munitions/Explosives**
- ✱ **Top Secret Clearance**
- ✱ **Firefighters**
- ✱ **Incumbent authorized to carry firearms**
- ✱ **Railroad crews**
- ✱ **Incumbent required to electroplate critical aircraft parts**
- ✱ **Commercial Driver License holder**
 - ❖ **26,001 lb motor vehicle**
 - ❖ **Operator required to transport passengers at least 1x per week**
- ✱ **law enforcement personnel w/drug interdiction duties/access to firearms**
- ✱ **ADAPCP- direct rehabilitation services**

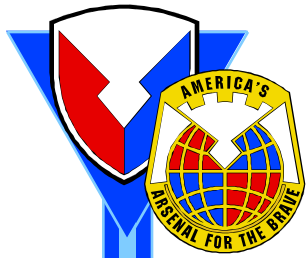


Biochemical Testing: Civilian

★ Drugs Screened

- ❖ THC
- ❖ Cocaine
- ❖ opiates
- ❖ Amphetamines
- ❖ PCP

★ All results (positive & negative) reviewed by the Medical Review Officer



Biochemical Testing: Civilian

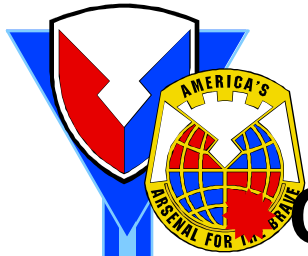
★ Consequences of Illicit Drug Use

❖ Non-TDP employees

- May be processed for separation
- Consult with MER/Legal

❖ TDP Employees

- Will not remain in TDP until successful completion of rehabilitation
- Test results may not be used as evidence in criminal proceedings
- May be processed for disciplinary action to include removal



Army Community Service

Commander's primary resource for soldier and family support services

✱ Equips people with skills and support to face the challenges of military life

✱ ACS Services

❖ **Deployment/Family Support Groups**

❖ **Information and Referral**

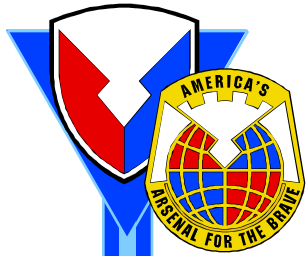
❖ **Family Advocacy Program (FAP)**

❖ **Relocation**

➡ **AMC - Career centers**

➡ **Consumer Affairs Financial Assistance Program (CAFAP)**

➡ **Exceptional Family member Program (EFMP)**



ACS: Family Advocacy Program (FAP)

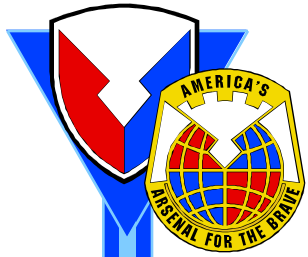
★ AR 608-18

★ FAP Objectives

- ❖ Prevent child and spouse abuse
- ❖ Encourage reporting of all instances of abuse
- ❖ Assess/investigate all cases
- ❖ Protect all victims
- ❖ Treat all family members affected

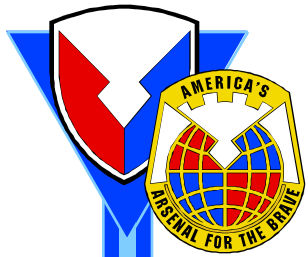
★ FAP services

- ❖ Family violence prevention
- ❖ Stress/anger management
- ❖ Parenting skills and support classes
- ❖ Foster care information



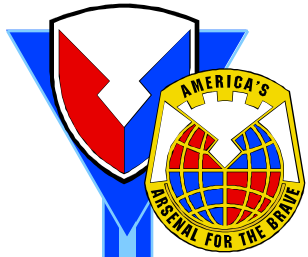
Domestic Violence

- ★ **“60 Minutes” on domestic violence**
 - ❖ Not complimentary to Army
- ★ **AMC Transition/Change may contribute to:**
 - ❖ Increased stress
 - ❖ Family violence
- ★ **Need to evaluate AMC Family Advocacy Program (FAP)**
 - ❖ Leadership involvement
 - ❖ Legal enforcement
 - ❖ FAP prevention and response programs



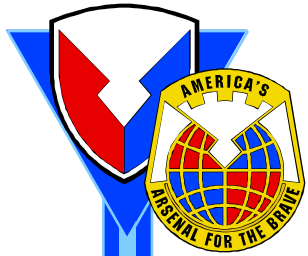
Violence Prevention

- ★ **Tools available to Commanders include:**
 - ❖ **Commander's Desk Guide**
 - ❖ **Noncommissioned Officers' Guide**
 - ❖ **Installation staff**
- ★ **FAP manager is the Commander's local expert**
- ★ **Partnering with Army Family Team Building (AFTB) to get information out about FAP**



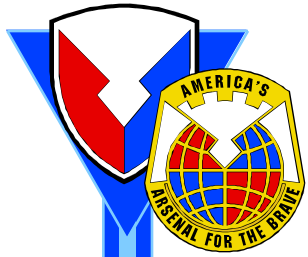
Commander/Employee Responsibility

- ✱ Violence free environment
- ✱ Leadership commitment
- ✱ Community partnership
- ✱ Establish climate of “Zero Tolerance”
 - ❖ “Violence is inexcusable - unacceptable - not tolerated”
 - ❖ “Violence is against the law”
 - ❖ Commanders/leaders - “zero tolerance - offenders will be held accountable”



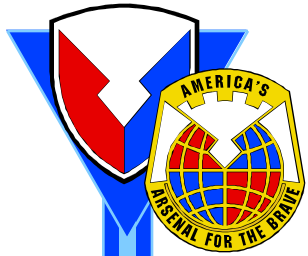
Memoranda of Agreement (MOA)

- ★ **MOAs required by AR 608-18**
 - ❖ **Facilitate a cooperative approach to managing domestic violence**
 - ❖ **Sample MOAs on Army Homepage - ACS Link**
- ★ **MOAs crucial on smaller AMC installations**
- ★ **Review of AMC installations existing MOAs accomplished**
 - ❖ **MOAs in place with on post agencies, civilian facilities and other installations**



Transitional Compensation

- ✱ **Financial assistance program established by Congress in 1997**
- ✱ **Established for victims of military spouses court-martialed or separated from the Army**
 - ❖ **May receive monthly payments for self and children up to 36 months**
 - ❖ **Maintain commissary and PX privileges**



Domestic Violence and Civilian Employees

- ✱ **Establish guidelines in coordination with:**
 - ❖ **Civilian Personnel Office**
 - ❖ **Employee Assistance Program/FAP**
 - ❖ **Law enforcement/security**
 - ❖ **Legal**
 - ❖ **Union representatives**
- ✱ **Referral network w/civilian programs**
- ✱ **OPM “Responding to Domestic Violence” Handbook for Civilian Employees**